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Clark County School District and Classified School Employees Association of Clark County (1985)

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Clark County School District and Classified School Employees Association of Clark County (1985)

Keywords

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Comments

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AGREEMENT

BETWEEN THE

CLARK COUNTY
SCHOOL DISTRICT

AND THE

CLASSIFIED
SCHOOL EMPLOYEES
ASSOCIATION OF
CLARK COUNTY

1985 - 1987

6/87

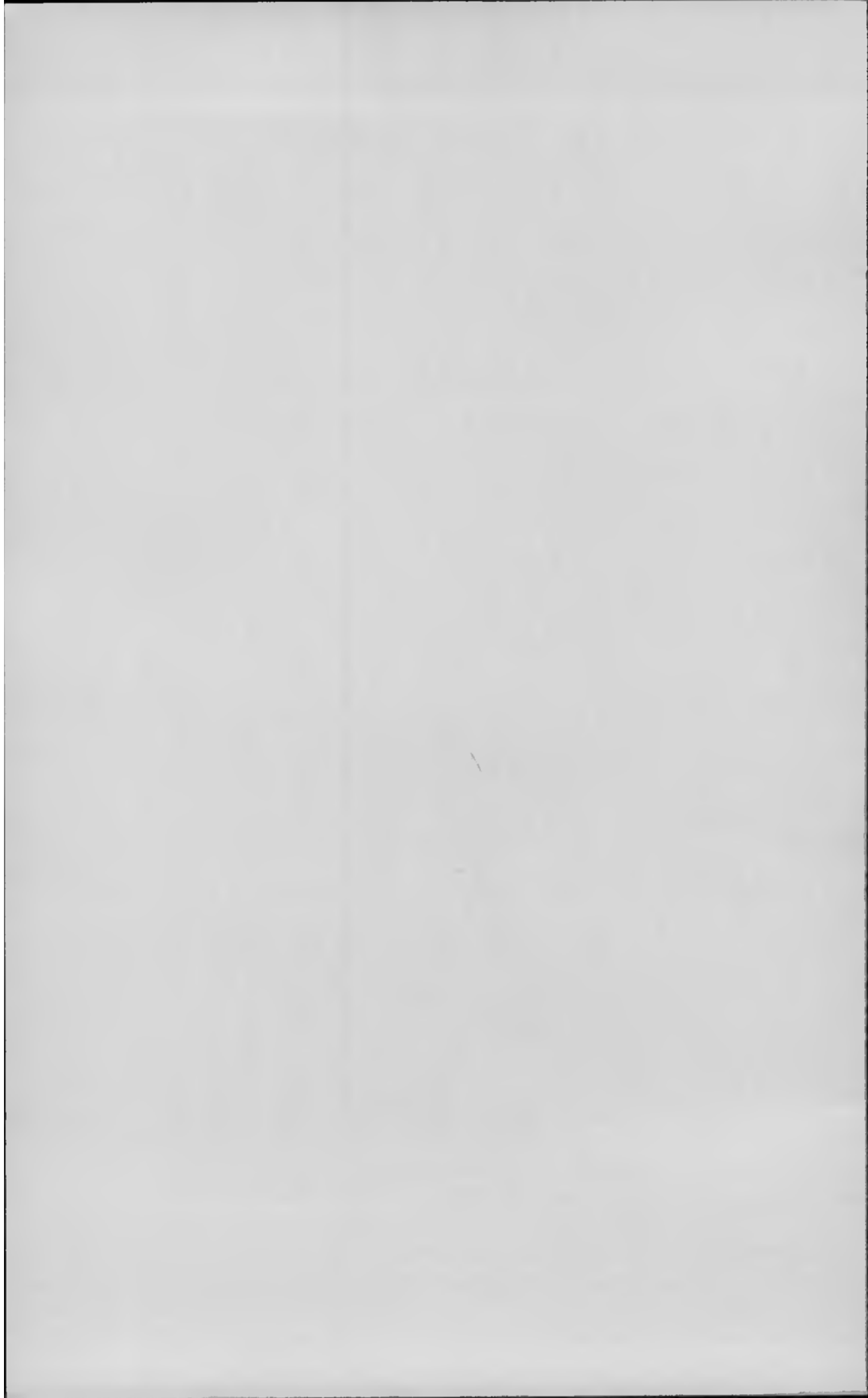


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PREAMBLE

This Agreement is made and entered into by and between the CLARK COUNTY SCHOOL DISTRICT and the CLASSIFIED SCHOOL EMPLOYEES ASSOCIATION OF CLARK COUNTY, this 8th day of August, 1985.

It is mutually agreed the ultimate responsibility for establishing reasonable rules rests with the Board of Trustees of the Clark County School District. Those rules established during the term of this Agreement shall not be inconsistent with this Agreement. The Association agrees to do its utmost to see that its members perform their respective duties loyally and continuously under the terms of this Agreement and reasonable policies established by the School Trustees. The Association will use its best endeavors to protect the interests of the Clark County School District, its employees and the Association, conserve property, protect the interests of the public, and give service of the highest quality.

Members of the classified employees in the School District have the right to join, or not join, any organization for their professional or economic improvements.

NOW, THEREFORE, IT IS AGREED:

ARTICLE 1
DEFINITIONS

- 1-1 The term "NRS 288," as used in this Agreement, refers to Title 23, Chapter 288 of the Nevada Revised Statutes enacted by the 1969 session of the Nevada Legislature and revised by subsequent sessions of the Nevada Legislature, cited as the Local Government Employee-Management Relations Act.
- 1-2 The term "School Trustees," as used in this Agreement, means the Board of School Trustees of the Clark County School District.
- 1-3 The term "Association," as used in this Agreement, means the Classified School Employees Association of Clark County, and is the entity known as the Employee Organization in NRS 288.040.
- 1-4 The term "School District or "District," as used in this Agreement, means the Clark County School District, and is the entity known as the Local Government Employer in NRS 288.060.
- 1-5 The terms "School Trustees," "School District," and "Association" shall include authorized officers, representatives, and agents of each. Despite references herein to "School Trustees," "School District," and "Association" as such, each reserves the right to act hereunder by committee or designated representative.
- 1-6 The term "Superintendent," as used in this Agreement, means the Superintendent of Schools of the Clark County School District or his/her designated representative.
- 1-7 The term "Personnel Officer," as used in this Agreement, means the School District's Associate Superintendent for Personnel and Employee Relations, or the Superintendent's designee.
- 1-8 The term "Employee," as used in this Agreement, means a regular classified employee holding a position on the Classified Salary Schedule, a member of the bargaining unit represented by the Association as defined by NRS 288.028, and eligible for membership in the Association. Employees working less than four (4) hours per day or twenty (20) hours per week, and temporary Employees are excluded from the Bargaining Unit.
- 1-9 The term "Regular Employee," as used in this Agreement, means a classified employee who has successfully completed his or her initial six (6) month probationary period and any extensions thereof.
- 1-10 The term "School Year," as used in this Agreement, is the same as that defined in NRS 388.080, which states: "The public school year shall commence on the first day of July and shall end on the last day of June."

- 1-11 The term "Work Year," as used in this Agreement, refers to a variable period of time. The work year for employees covered by this Agreement will vary based upon job classification and assignment. The work year may be nine (9) months or less, ten (10) months, eleven (11) months, or twelve (12) months in length. Employee compensation and benefits provided for under this Agreement are to be accrued based upon the Employee's actual days or hours of employment only. The minimum number of work days in a work year shall be one-hundred sixty (160) days for nine (9) month Employees, one-hundred ninety (190) days for ten (10) month Employees, two-hundred ten (210) days for eleven (11) month Employees, and two-hundred thirty (230) days for twelve (12) month Employees.
- 1-12 The term "School Day," as used in this Agreement, means any day on which School District offices are open for business.
- 1-13 A Work Day shall be defined as a day in which a regular Employee is required to be present on the job.
- 1-14 The term "Immediate Family," as used in this Agreement pertaining to the use of sick leave, means mother, father, husband, wife, son, daughter, brother, sister, mother-in-law, father-in-law, foster child, step child, step parent or any relative living in the immediate household of the Employee. The term "Immediate Family," as used in this Agreement pertaining to bereavement leave, shall include those persons listed above and also brother-in-law, sister-in-law, grandmother, grandfather, grandchild, foster parent, and son-in-law and daughter-in-law.
- 1-15 The term "Agreement" refers to this document, the binding Agreement between the Clark County School District and the Classified School Employees Association of Clark County, 1985-87.
- 1-16 The term "Supervising Administrator", as used in this Agreement shall be defined as the Principal, Department Head, or a designated representative paid on the Unified Administrative Salary Schedule and serving as the direct first line administrative officer in charge.
- 1-17 The term "Immediate Supervisor", as used in this Agreement shall be a designated representative of the Supervising Administrator paid on the Teachers Salary Schedule or on the Classified Salary Schedule.
- 1-18 The term "Serious Offense", is defined as an act or failure to act which poses a threat or danger to the welfare or safety of staff, students, public or District property.

ARTICLE 2 RECOGNITION

- 2-1 The School District recognizes the Association as the exclusive representative of all Employees employed by the School District subject to this Agreement, except such Employees as are excluded by NRS 288.
- 2-2 The parties agree that recognition was and is granted in accordance with NRS 288 and will continue only so long as the Association complies with the provisions of NRS 288 and that recognition may be withdrawn during the term of this Agreement in accordance with NRS 288 and with the terms of this Agreement.
- 2-3 All rights and privileges expressly granted to the Association under the provisions of this Agreement are granted for the exclusive use of the Association subject to the exception of NRS 288.140 and the prohibitions of NRS 288.270.
- 2-4 The Association recognizes that the School Trustees, as representatives of the electorate, have the final responsibility for establishing policies for the School District provided that such policies shall not violate or contradict the terms of the negotiated Agreement in effect.
- 2-5 This recognition is the mutual agreement of all parties to negotiate in good faith regarding all negotiable items in accordance with NRS 288.

ARTICLE 3 IMPASSE PROCEEDINGS

- 3-1 It is understood that if the parties fail to reach agreement as a result of direct negotiations, impasse proceedings may be invoked by either party in accordance with the provisions of NRS 288.

ARTICLE 4 GRIEVANCE AND ARBITRATION PROCEDURE

- 4-1 A grievance is defined as any dispute which arises regarding an interpretation, application, or alleged violation of any of the provisions of this Agreement. A grievance may be filed by an Employee of the School District covered by this Agreement, or by the Association. A grievance will not include any matter or action taken by the School Trustees, or any of its agents, for which relief is granted by the statutes of Nevada.

- 4-2 The provisions of this Article are for the purpose of setting forth the full grievance procedure including the time limits relating to these procedures which may culminate in arbitration.
- 4-3 Informal Discussion:
- (a) Both parties encourage Employees covered by this Agreement to resolve their problems with their supervisor whenever possible. The provisions of this Article are not intended to preclude an Employee with a potential grievance from informally discussing the problem with his/her Immediate Supervisor prior to filing a formal grievance although such discussions are not part of the formal grievance procedure.
 - (b) If an Employee requests an informal discussion with his/her supervisor concerning the subject matter of a potential grievance, such informal discussions will be held within five (5) School Days after the affected Employee or the Association first knew of the act or condition upon which the grievance is based. If the informal discussion does not occur, the grievant is free to proceed with Step One as set forth in Section 4-4.
 - (c) It is understood and agreed that all aspects of such informal discussions, if any, which take place shall have no bearing or precedential effect on the resolution of that grievance or any similar grievance filed in accordance with this Article.
 - (d) If a grievance is resolved as a result of an informal discussion, the supervisor may reduce that resolution to writing prior to the termination of the time limits for filing a formal grievance. Any written resolution shall be acknowledged by both parties and forwarded to the Association and the Personnel Officer. The absence of such a written resolution shall serve as notice to the Employee involved to file a formal grievance if that Employee so desires.
 - (e) Such informal discussions shall not modify the time limits set forth in Step One of the formal grievance procedure.
- 4-4 All grievances shall be handled in the following manner:
- STEP ONE
- (a) A grievance, as defined above, must be filed in writing alleging which terms or provisions of this Agreement under which the dispute arises, and must be filed not later than twenty-five (25) Work Days after the affected Employee or the Association first knew or should have known of the act or condition upon which the grievance is based.
 - (b) A written grievance must first be presented to the affected Employee's Supervising Administrator or his/her designee, within the twenty-five (25) Work Day period specified in subsection (a) above.

- (c) A grievance may be filed in accordance with the above provisions either by the affected Employee or by the Association party to this Agreement. Within seven (7) School Days after the receipt of a grievance, the Supervising Administrator or his/her designee shall meet with the affected Employee in the event the grievance has been filed by the Employee and the designated Association representative for the purpose of discussing the merits of the grievance involved.
- (d) The Supervising Administrator or his/her designee shall forward to the affected Employee and the Association office, within seven (7) School Days after the meeting referred to in subsection (c) above, a written response to the grievance. It is understood that any settlement of the grievance on behalf of the grievant shall be reduced to writing.
- (e) If the grievance is either denied or not settled at Step One of the Grievance Procedure, the grievance shall be deemed withdrawn with prejudice unless timely submitted to Step Two of the Grievance Procedure. If a written response is not forwarded in accordance with subsection (d) above, the grievant and/or the Association may proceed to Step Two of the Grievance Procedure.

STEP TWO

- (f) If the grievance is not resolved at Step One, the affected Employee, in the event a grievance has been filed by an Employee, or the Association may submit the unresolved written grievance to the Personnel Officer or the Superintendent's designee, not later than six (6) School Days after the end of the time period set forth in subsection (d) above. The Association or the Employee, in the event the grievance was filed by the Employee, may amend the statement of the grievance prior to the Step Two meeting.
- (g) In the event a grievance is submitted to Step Two in a timely manner, the Personnel Officer or the Superintendent's designee shall meet with the affected Employee (if there be one) and the designated representative of the Association within five (5) School Days after receiving the grievance. The time limits set forth in this article shall be waived at the end of the aggrieved Employee's regular assignment or when the aggrieved Employee is on an approved leave, unless the Employee, in the event the grievance was filed by the Employee, the Association, and the District mutually agree to observe the timeline specified in Article 4.
- (h) In the event a grievance is not resolved at this meeting, the Personnel Officer or the Superintendent's designee shall,

within ten (10) School Days after the meeting, submit a written response to the grievance, to the aggrieved Employee and to the Association. Any resolution of the grievance in favor of the grievant shall be reduced to writing and copies forwarded to both the aggrieved Employee and the Association.

- (i) If a grievance is either denied, or not settled at Step Two of the Grievance Procedure, the grievance shall be deemed withdrawn with prejudice unless timely submitted to Step Three, arbitration, in accordance with the provisions of subsection (j) below.

STEP THREE

- (j) In the event a grievance is not settled in Step Two of the Grievance Procedure, the Association, not later than five (5) School Days after the expiration of the time limit set forth in subsection (h) above, may request arbitration of the unresolved grievance in accordance with provisions set forth below. A request for arbitration shall be made by delivering to the Personnel Officer or the Superintendent's designee written notice of the intent to arbitrate.

- (k) In the event a timely written request for arbitration of an unresolved grievance is made by the Association, the parties shall jointly request the A.A.A. to furnish a list of seven (7) arbitrators from which the arbitrator shall be selected. Such selection shall be accomplished by the Association and the School District each striking one (1) name from the list in turn until only one (1) name remains. The Association shall strike first.

4-5 The arbitrator shall not have the authority to modify, amend, alter, add to, or subtract from any provision of this Agreement. An arbitrator in the absence of the express written Agreement of the parties shall have no authority to rule on any dispute between the parties other than one which qualifies as a grievance as defined in Section 4-1.

4-6 The arbitrator's decision shall be submitted in writing to all parties and shall be final and binding on all parties to this Agreement unless he/she exceeds the powers specified herein, or is guilty of procedural error prejudicing the rights of either party as defined by federal labor law decisions.

4-7 The expenses of arbitration, including the arbitrator's fee, costs, expenses, and the cost of the arbitrator's transcript, shall be borne equally by the School District and the Association. However, all other expenses incurred by either party in the preparation or presentation of its case are to be borne solely by the party incurring such expenses. It is understood and agreed only the Association has the right to request arbitration.

- 4-8 No reprisals of any kind will be taken by the School Trustees or by any member of the administration against any party because of filing a grievance or because they participated in the grievance procedure on behalf of the grievant and/or the Association. This provision shall not be construed as an agreement by the School District to pay the grievant or the Association representative or any person present on their behalf for the time spent in processing a grievance in accordance with the provisions of this Article. The time for a grievance meeting must be approved by the Personnel Officer or the Superintendent's designee and by the Association and/or the grievant. It may occur during or outside the Work Day. In the event a grievance meeting is scheduled and held during the Work Day, those Employees covered by this Agreement who participate in such a meeting may do so without loss of pay.
- 4-9 No provision of this Article shall be construed to prevent any individual Employee covered by this Agreement from discussing any problem, dispute, or even a grievance as defined herein with any supervisor outside the presence of a representative of the Association. However, such discussion shall not relieve any party from compliance with other provisions of this Article in the absence of an express written waiver of such provisions.
- 4-10 The parties hereby recognize the existence of Policies and Administrative Regulations of the School District to which the Employees covered by this Agreement are bound, and which are subject to change by the School Trustees of the School District. The parties agree that any disputes arising under the application and/or administration of such policies or regulations relating directly to the mandatory subjects of bargaining outlined in NRS 288.150, paragraph 2, which are not covered by provisions of this Agreement shall be processed in accordance with the procedures set forth herein except that the School Trustees will take the place of the arbitrator.
- 4-11 The District and the Association agree that all hearings shall be conducted in an orderly manner. Should a participant not conduct himself or herself in an orderly manner, either party could request a 30-minute recess.
- 4-12 The District and the Association agree that all District Regulations and Policies of conduct are in force during the hearing.

ARTICLE 5 RESPONSIBILITY CLAUSE

- 5-1 Any Employee who is officially assigned to perform all the responsibilities of a full-time position in a higher class by a principal and/or department head because of the absence of a regular

Employee shall, after five (5) days, be granted retroactively the salary of the job filled at a minimum of ten percent (10%) and not to exceed a maximum of fifteen percent (15%) of the Employee's current salary until the assignment is terminated. No Employee shall receive a greater increase under this clause than would be received on a permanent assignment. On the second and successive temporary assignments to the same position in the higher class, the Employee shall immediately receive the salary of the job assigned not to exceed a maximum of fifteen percent (15%) or a minimum of ten percent (10%) of the Employee's current salary until the assignment is terminated.

- 5-2 Any Employee who is officially assigned by a principal and/or department head, with the approval of the division head, to all the responsibilities of a full-time assignment of greater responsibility than the Employee's current position, although not replacing anyone, shall after five (5) days, be granted retroactively an increase not to exceed a maximum of fifteen percent (15%) but not less than ten percent (10%) of his/her current salary until the assignment is discontinued. Such an assignment shall not exceed ninety (90) days unless the approval of the Superintendent has been obtained.
- 5-3 The exception to the minimum would only exist if the position being filled is paid at a rate less than ten percent (10%) higher than the range of the Employee filling said position.

ARTICLE 6 ANNUAL LEAVE (VACATION)

- 6-1 Vacation time shall be accumulated at the rate of .833 days per month of employment for the first year of employment:
- (a) Nine (9) month Employees shall accumulate 7.5 days per nine (9) months.
 - (b) Ten (10) month Employees shall accumulate 8.33 days per ten (10) months.
 - (c) Eleven (11) month Employees shall accumulate 9.16 days per eleven (11) months.
 - (d) Twelve (12) month Employees shall accumulate ten (10) days per twelve (12) months.
- 6-2 After first year of employment (beginning second year of employment), vacation time shall be accumulated at the rate of 1.25 days per month:

- (a) Nine (9) month Employees shall accumulate 11.25 days per nine (9) months.
 - (b) Ten (10) month Employees shall accumulate 12.50 days per ten (10) months.
 - (c) Eleven (11) month Employees shall accumulate 13.75 days per eleven (11) months.
 - (d) Twelve (12) month Employees shall accumulate 15 days per twelve (12) months.
- 6-3 After five (5) years of employment (beginning of the 6th year), vacation time shall be accumulated at the rate of 1.50 days per month worked:
- (a) Nine (9) month Employees shall accumulate 13.5 days per nine (9) months.
 - (b) Ten (10) month Employees shall accumulate 15 days per ten (10) months.
 - (c) Eleven (11) month Employees shall accumulate 16.5 days per eleven (11) months.
 - (d) Twelve (12) month Employees shall accumulate 18 days per twelve (12) months.
- 6-4 After ten (10) years of employment (beginning of 11th year), vacation time shall be accumulated at the rate of 1.75 days per month worked:
- (a) Nine (9) month Employees shall accumulate 15.75 days per nine (9) months.
 - (b) Ten (10) month Employees shall accumulate 17.50 days per ten (10) months.
 - (c) Eleven (11) month Employees shall accumulate 19.25 days per eleven (11) months.
 - (d) Twelve (12) month Employees shall accumulate 21 days per twelve (12) months.
- 6-5 Annual leave shall be approved by the Supervising Administrator who is in charge of the department in which the Employee is currently assigned, or his/her designee.
- 6-6 It is the intent of the District to grant annual leave as requested by the Employee. District needs, however, may require adjustment to scheduled leaves in the event of an emergency or to maintain minimum staffing levels for the District.

- 6-7 In case of a scheduling conflict, the Supervising Administrator is encouraged to consider length of service. If the nature of the work makes it necessary to limit the number of Employees on vacation leave at one time or to limit the number of days which may be approved at one time, the supervisor should consult with the Employees to determine which Employees shall be assigned and which Employees are to receive approval for annual leave.

ARTICLE 7 ANNUAL LEAVE ACCUMULATION

- 7-1 Classified Employees shall not accumulate more than 70 days of annual leave. No additional annual leave shall be credited when the Employee has reached this maximum.

ARTICLE 8 ASSOCIATION BUSINESS

- 8-1 For each separate Fiscal Year covered by the term of this Agreement, the Association will be allocated a total of six hundred (600) hours leave without loss of pay for Association members to attend Association meetings, conferences, legislative sessions, and conventions.
- 8-2 No individual shall be granted approval for more than ten (10) times their daily regularly assigned hours, of the 600 hours allocated, except for the Association President who shall be allocated twenty (20) times his/her daily regularly assigned hours and the vice-president who shall be allocated fifteen (15) times his/her daily regularly assigned hours.
- 8-3 Three (3) non-employee representatives of the Association may communicate with individual Employees during the individual Employee's work breaks or lunch period. The conduct of such business shall be such as not to interfere with the individual Employee's duties. The Association representatives must check in with the Employee's Immediate Supervisor, the principal, department head or designee upon entering the building in order to identify themselves and to make arrangements to communicate with a particular Employee.
- 8-4 Employees selected by the CSEA to act as Association representatives shall not be permitted to conduct any Association business during that Employee's work day. Employees named by CSEA to act as Association representatives may conduct Association business before and after the work day, during the duty free lunch period, and during that Employee's first fifteen (15) minute break and during the second fifteen (15) minute break.

8-5 Association leave days used will not be charged against the Employee's sick leave, annual leave, or the calculation of personal leave days earned.

8-6 This District shall, upon written request from the Association's Executive Board, grant the President of the Association a one year leave of absence without pay during the President's term of office for the purpose of performing Association business.

8-6-1 The President's leave of absence shall commence with the beginning of the School Year and conclude at the beginning of the following year. The School District agrees to pay the President his/her hours and pay per hour as assigned and fringe benefits as though he/she were employed full time by the School District. The Association agrees to reimburse the School District on a current basis for the total amount of salary and fringe benefits which include the total retirement contribution (PERS and/or Social Security), state industrial system, group hospital/medical/life insurance, and accrued annual leave. Sick leave will be credited at the beginning of the School Year and the Association will notify the District as to any sick leave or annual leave used by the President who is on leave of absence. At such time as the District must pay the Association President for sick leave or annual leave accrued during the period of the leave, the reimbursement by the Association shall be in the full amount of the payment made by the District. The reimbursement by the Association will be made after all previously accumulated sick leave days or annual leave days have been used by the Association President.

8-6-2 If the President serves a one year term of office only, the District agrees to return the President on leave of absence to the same position, if vacant, or to as near an equivalent position as the position held when the leave of absence was granted.

ARTICLE 9 PAID LUNCH PERIOD

9-1 All eight (8) hour regular full-time Employees who report to work between 2 p.m. and 5 a.m. will be given a 30-minute paid lunch period.

ARTICLE 10 CALL OUT PAY

10-1 Employees called out on an emergency shall be paid a minimum of three (3) hours at time and one-half of the regular rate for the

Employee. Several call outs on the same shift shall not exceed eight (8) hours of pay, unless the Employee actually works eight (8) hours or more on that shift on call out time.

ARTICLE 11 SICK LEAVE

- 11-1 Sick leave is leave that shall be granted to an Employee who is unavoidably absent because of personal illness or accident or because of serious illness or accident in the Employee's Immediate Family. All regular Employees shall be granted sick leave at the rate of fifteen (15) days per year. (This includes nine (9), ten (10), eleven (11), and twelve (12) month Employees.)
- 11-2 Unlimited accumulation of sick leave.
- 11-3 After five (5) years of employment, in the event of an Employee's death, all unused sick leave, up to a maximum of 650 hours, shall be paid to the Employee's surviving spouse or beneficiary.
- 11-4 Employees who have completed at least ten (10) years of service with the Clark County School District and who enter into and receive retirement benefits, in accordance with Public Employee Retirement System (PERS) rules and regulations or if not enrolled in PERS are eligible for and start receiving social security benefits, shall receive reimbursement for unused sick leave. In accordance with the 1979-81 negotiated Agreement between the parties, the Association, in lieu of an increase in the salary schedule, agreed to take \$51,443 and that this amount would be set aside to implement the payments for reimbursement of unused sick leave. The dollar amount and the number of days to be paid will be determined by the Association. The total amount to be paid will not exceed \$51,443.

ARTICLE 12 PERSONAL LEAVE

- 12-1 Personal leave as defined herein may only be granted to those Employees who qualify for such leave in accordance with the provisions of 12-2, 12-3, 12-4, and 12-5.
- 12-2 Nine (9) month classified Employees who in the prior School Year used three (3) days sick leave or less or the equivalent based on actual hours used, if less than an eight (8) hour Employee, shall

be entitled to two (2) days personal leave with pay, based on the equivalent of the current assignment.

- 12-3 Ten (10) month classified Employees who in the prior School Year used four (4) days sick leave or less, or the equivalent based on actual hours used, if less than an eight (8) hour Employee, shall be entitled to two and one-half (2 1/2) days personal leave with pay, based on the equivalent of the current assignment.
- 12-4 Eleven (11) month classified Employees who in the prior School Year used four and one-half (4 1/2) days sick leave or less, or the equivalent based on actual hours used, if less than an eight (8) hour Employee, shall be entitled to two and three-quarters (2 3/4) days of personal leave with pay, based on the equivalent of the current assignment.
- 12-5 Twelve (12) month classified Employees who in the prior School Year used five (5) days sick leave or less, or the equivalent based on actual hours used, if less than an eight (8) hour Employee, shall be entitled to three (3) days personal leave with pay, based on the equivalent of the current assignment.
- 12-6 Personal leave earned in accordance with the above shall be granted to Employees without any limitations on the purpose for the use of such days and shall only be limited by the provisions of 12-7 and 12-8 below.
- 12-7 Employees qualifying for personal leave shall notify their Immediate Supervisor of the intended use of a day's personal leave at least five (5) days prior to the date to be used except in cases of personal emergencies. In the latter case, notice should be given as early as possible. All personal leave as set forth above is subject to approval by the appropriate supervisor.
- 12-8 No personal leave shall be granted during the first ten (10) days when schools are in session and the last ten (10) days before the end of the student School Year unless approved in advance by the department head or Supervising Administrator.

ARTICLE 13 BEREAVEMENT LEAVE

- 13-1 Leave with full pay shall be allowed for three (3) working days for each period of bereavement or absence due to death in the Immediate Family of the Employee. Two (2) additional working days with full pay may be approved by the Employee's supervisor. Time may be allowed for travel, with maximum bereavement leave not to exceed seven (7) working days. Bereavement leave shall be

deducted from sick leave, but not taken into consideration for the calculation of personal leave days earned.

ARTICLE 14 MILITARY LEAVE

- 14-1 Members of reserve units of the United States Armed Forces or National Guard who are mobilized to meet local emergency situations for a period of ten (10) days or less shall receive their regular rate of pay for this period of time. However, they will be required to surrender the lesser of the amounts of (1) their regular rate of pay for each such period of time or (2) their payment received for military service while on active duty, exclusive of pay received for meals, transportation, and lodging.
- 14-2 Employees who are active members of the United States Army Reserve, the United States Naval Reserve, the United States Air Force Reserve, the United States Coast Guard Reserve, the United States Marine Corps Reserve, or the Nevada National Guard must be relieved from his/her duties, upon his/her request, to serve under orders without loss of his/her regular compensation for a period of not more than fifteen (15) working days in any one (1) calendar year. No such absence may be a part of the Employee's annual vacation provided by law.
- 14-3 If an Employee is not on the payroll during the period of required armed forces services duty, as provided above (i.e., nine-month Employees attending summer camp), said Employee shall not receive the benefits provided by this Article 14.

ARTICLE 15 OVERTIME

- 15-1 Any Employee who works more than forty (40) hours in any week (Sunday through Saturday) and the Supervising Administrator or designee is aware of and approves the work assignment shall be paid for all hours in excess of forty (40) on the basis of time and one-half. Holiday pay, sick leave pay, and vacation pay shall not prevent an Employee from receiving time and one-half.
- 15-2 Employees required to work on holidays shall be paid time and one-half for time worked, as well as holiday pay unless the holiday is a regularly scheduled work day.

- 15-3 Other than in a recognized emergency, no Employee shall work overtime without prior approval.
- 15-4 In order that an Employee receive pay for all overtime worked, overtime must be reported no later than the next pay period following the pay period in which the overtime was worked.
- 15-5 The Employee's signature on the payroll warrant or the deposit of the payroll warrant to the Employee's account will be considered as evidence that the hours listed on the payroll warrant stub are correct unless an error is called to the attention of the department head within the following pay period.
- 15-6 Every attempt will be made to share overtime equally among regular qualified Employees.

ARTICLE 16 HOLIDAYS

- 16-1 The following state-approved holidays shall be recognized and observed as paid holidays:

Independence Day - July 4
Labor Day
Nevada Day - October 31
Veteran's Day
Thanksgiving Day
*Christmas Day - December 25
New Year's Day - January 1
Martin Luther King Jr.'s Birthday
Washington's Birthday
Memorial Day

- 16-2 The Board of Trustees shall grant one (1) additional paid holiday at Thanksgiving (the day after Thanksgiving), one (1) additional paid holiday at Christmas* and one (1) paid holiday for spring vacation.
- 16-3 When it is necessary to call regular Employees to work on legal holidays for the performance of emergency work, such Employees shall be paid for the holiday plus for all hours actually worked computed at one and one-half (1 1/2) times the Employee's rate of pay.
- 16-4 Only holidays that fall within the Employee's Work Year shall be paid holidays.

*Christmas vacation to be determined by the calendar adopted by the School Trustees.

ARTICLE 17
MEDICAL EXAMINATION

- 17-1 Effective July 1, 1983, the Clark County School District shall reimburse the actual cost or Thirty-six Dollars (\$36.00), whichever is the lesser amount, to each driver who is required by the District to submit a physician's report of medical examination when applying for or renewing a Class 1 or Class 2 Driver License, as stipulated in the current State of Nevada Special Supplement to the Nevada Driving Handbook issued by the Department of Motor Vehicles, Carson City, Nevada. The School District will pay for any other medical examinations required by the School District.

ARTICLE 18
DUES DEDUCTION

- 18-1 Upon appropriate written authorization from the Employee, the School District shall make monthly Association dues deductions from the salary of the Employee and make appropriate remittance to the Association.
- 18-2 No later than October 15 of each year, the Association will provide the School District with a list of Employees who have voluntarily authorized the District to deduct Association dues and the amount to be withheld for each Employee. The Association will notify the District monthly in writing of any changes to said list. Changes in the amount to be withheld must be submitted in writing at least thirty (30) days prior to the date the change is to be effective. The School Trustees will not be required to honor any authorizations for any month's dues deductions that are delivered to the District later than the fifteenth of the month prior to the distribution of the payroll from which the deductions are to be made. Any Employee desiring to have the District discontinue dues deductions he/she has authorized must notify the Association in writing during the period of September 1 through September 15 for that Work Year's dues. Deductions referred to in Section 18-1 above will be made in ten (10) equal monthly installments during the year.
- 18-3 Upon termination, leave of absence, or resignation of a classified Employee, dues will be deducted from the final paycheck for the month the Employee terminates.

- 18-4 The District agrees not to honor any checkoff authorization or dues deduction authorizations executed by any Employee in the bargaining unit in favor of any other labor organization representing Employees for purposes of negotiations in accordance with NRS 288.
- 18-5 The Employee's earnings must be sufficient after other required deductions are made to cover the amount of the Association dues. In the case of an Employee who is on nonpay status during part of the pay period, and whose wages are not sufficient to cover the full withholding, no Association dues deductions shall be made. In this connection, all other required deductions have priority over Association dues.
- 18-6 It is recognized that the School District in agreeing to deduct dues is performing a solely administrative function on behalf of the Association for its convenience and is not a party to any agreement between the Association and its members regarding the deduction of dues. The Association, therefore, agrees to hold the School District harmless and to reimburse the School District for any and all cost, including legal fees it may incur, in relation to any deductions made at the direction of the Association and contrary to the instructions received from the individual classified Employee.
- 18-7 The Association agrees to refund to the District any excess amounts paid to it in error on account of the payroll deduction provision upon presentation of proper evidence of error.
- 18-8 Dues deductions for membership of the Association shall continue when a member transfers from one job assignment to another, subject to provisions of NRS 288.

ARTICLE 19

CLARK COUNTY SCHOOL DISTRICT CLASSIFIED PERSONNEL - PAY RANGES

- 19-1 Effective July 1, 1985, compensation for Employees covered by this Agreement for 1985-86 year shall be in accordance with the following schedule.

CLARK COUNTY SCHOOL DISTRICT
CLASSIFIED PERSONNEL PAY RANGES ****

HOURLY RATES - Effective 7/1/85 - 6/30/86

Range	Step A	Step B	Step C	Step D	Step E		Step F*	Step G**	Step H***
33	\$ 5.48	\$ 5.71	\$ 6.03	\$ 6.34	\$ 6.65	:	\$ 6.96	\$ 7.33	\$ 7.67
34	5.71	6.03	6.34	6.65	6.96	:	7.33	7.67	8.07
35	6.03	6.34	6.65	6.96	7.33	:	7.67	8.07	8.49
36	6.34	6.65	6.96	7.33	7.67	:	8.07	8.49	8.90
37	6.65	6.96	7.33	7.67	8.07	:	8.49	8.90	9.33
38	6.96	7.33	7.67	8.07	8.49	:	8.90	9.33	9.78
39	7.33	7.67	8.07	8.49	8.90	:	9.33	9.78	10.30
40	7.67	8.07	8.49	8.90	9.33	:	9.78	10.30	10.80
41	8.07	8.49	8.90	9.33	9.78	:	10.30	10.80	11.37
42	8.49	8.90	9.33	9.78	10.30	:	10.80	11.37	11.92
43	8.90	9.33	9.78	10.30	10.80	:	11.37	11.92	12.49
44	9.33	9.78	10.30	10.80	11.37	:	11.92	12.49	13.10
45	9.78	10.30	10.80	11.37	11.92	:	12.49	13.10	13.75
46	10.30	10.80	11.37	11.92	12.49	:	13.10	13.75	14.47
47	10.80	11.37	11.92	12.49	13.10	:	13.75	14.47	15.22
48	11.37	11.92	12.49	13.10	13.75	:	14.47	15.22	15.96
49	11.92	12.49	13.10	13.75	14.47	:	15.22	15.96	16.77
50	12.49	13.10	13.75	14.47	15.22	:	15.96	16.77	17.62

*Longevity Step: Requires ten (10) years of service with the District.
(Employees must be on Step E in order to advance to Step F.)

**Longevity Step: Requires fifteen (15) years of service with the District.
(Employees must be on Step F in order to advance to Step G.)

***Longevity Step: Requires twenty (20) years of service with the District.
(Employees must be on Step G in order to advance to Step H.)

****Adjustment: Salary adjusted to meet PERS requirement of SB 257

- 19-2 Upon the request of either Party, the pay/salary schedule agreed to above shall be reopened and may be adjusted once prior to July 1, 1986. Any adjustment shall be effective for the 1986-87 School Year.

ARTICLE 20
GROUP HEALTH INSURANCE

- 20-1 During the term of this Agreement the School District agrees to contribute toward the cost of Employee health insurance a sum of \$87.45 per month. This contribution will be made monthly for each Employee participant in the group health insurance plan.
- 20-2 In addition to contributing toward the cost of the plan, the School District agrees to provide payroll deduction for additional premiums and to provide such reasonable record keeping and verification of employment as may be required by the insurance carrier.
- 20-3 The District shall contribute to the Trust and Agency Fund the sum of \$87.45 per month for each participating Employee for the term of this Agreement. This contribution will be remitted to the Trust by the sixth (6th) working day of the current month. Appropriate adjustments will be made for holidays.
- 20-4 Thereafter, the District shall not be a party to any contract of insurance between the Association, the Trust, any insurance or provider of care. The Association agrees that the District's only obligation shall be to contribute the agreed upon sum to the fund, to provide necessary payroll deductions, to provide necessary record keeping, and to verify employment, all as may be required by the insurer or benefit provider. The District's function is solely administrative. The Association, therefore, agrees to hold the District, its Employees and agents, harmless for any and all claims, demands, loss, liability costs for expenses of any nature, to include attorneys' fees, arising from, connected with, or attributed to the Trust and its operation.
- 20-5 In the event that the Association is unable to continue the operation of said Trust, the District agrees that for the term of this Agreement to contribute toward the cost of Employee health insurance the sum of \$87.45 per month per participating Employee in the Trust.
- 20-6 The insurance contribution agreed to above by the District may be adjusted once prior to July 1, 1986. Any adjustment will be made from the funds designated and agreed to by the Association and the District as part of the compensation package for the School Year 1986-87.

- 20-7 The School District further agrees to continue to provide payroll deductions for additional insurance premiums as required by the insurance carrier or Trust in accordance with the past practice of the parties.

ARTICLE 21
WORK DAY

- 21-1 Employees of the School District shall not be permitted to leave their work location during the work day unless permission is given by the principal or department head or designee.
- 21-2 Employees may leave the work location during the work day to conduct personal business or for doctor and/or dental appointments. Time away from work shall be selected by the Employee, subject to the approval by the Supervising Administrator or designee. Time away from work shall be charged appropriately to earned annual leave, earned personal leave, or earned sick leave. Sick leave shall be used only as necessary and for appropriate reasons. In the event earned annual leave, earned sick leave, or earned personal leave is not available, time away from the work location will be taken without pay.
- 21-3 Employees given permission by their Supervisor to attend Association meetings which are conducted during their work day must make up the time away from the job. Make-up time may be scheduled during the current week by mutual agreement of the Employee and the Supervisor. If not mutually agreed, the make-up time will, at the Employee's election, be charged to earned annual leave or earned personal leave.
- 21-4 No Employee covered by this Agreement will be permitted by the principal or department head to attend more than four (4) Association meetings a year which are scheduled during the Employee's work day.
- 21-5 Whenever possible, a 15-minute break will be provided during each four (4) hours of work.

ARTICLE 22
USE OF FACILITIES

- 22-1 The Association will have the right to use school mailboxes and the interschool mail service for the distribution of responsible

material initiated by the Association. Copies of all materials will be given to the department head or principal. The material will be clearly identified and the Association accepts the responsibility for such material. Individual Employees will not be prohibited from the responsible use of the school mail service.

- 22-2 The Association will have the right to place responsible materials on the bulletin boards. All notices which appear on the Association's bulletin boards shall be approved by the highest ranking Association official in the bargaining unit and shall relate to items of interest to the members.
- 22-3 It is understood that no material shall be posted on the Association bulletin boards at any time which contain personal attacks upon any other member or any other Employee; scandalous, scurrilous, or derogatory attacks upon the administration or members of the Board of School Trustees; or attacks on any other recognized bargaining agent. The use of school facilities permitted above shall not include any use to campaign in any manner, either directly or indirectly, for or against School District representatives or School Trustees, or to campaign on behalf of any activity by the Association or any of its representatives relating to the collective bargaining process. Such use of the bulletin boards shall be subject to the same conditions set forth in Section 22-1 above for the use of the school mail service.
- 22-4 From the effective date of this Agreement to its termination, the Association will be allowed the use of school buildings and premises for Association meetings and activities on regular School Days as long as arrangements have been made with the principal of the building or the department head. Such activities will not conflict with any regular or special educational activities and where such use shall not involve additional or extra custodial services and/or other unusual expenses to the School District. Use of buildings on other than School Days requires the approval of the Superintendent in addition to the school principal or department head. Any added expense resulting from the Association's use will be paid by the Association. Individual Employees will not be prohibited from the responsible use of the school facilities.
- 22-5 The use of school facilities will not be for the personal utilization or convenience of Employees eligible for membership in the Association.
- 22-6 If the privileges extended herein are misused by the Association or any of its designated representatives, it may be immediately revoked by the Superintendent.

ARTICLE 23
CLASSIFIED ADVISORY COMMITTEE(S)

- 23-1 Advisory Committee(s) may be established where Employees desire such committee(s).
- 23-2 The department head/principal and the committee(s) will meet at the request of either party to discuss department/school operations. Although they may discuss matters covered by the Agreement, they may not take any action contrary to the Agreement. All grievances are to be handled in the manner set forth in Article 4.
- 23-3 The number of Employees who will serve on the committee(s) and the functions will be determined by the department head/principal and the committee(s), once they are organized.
- 23-4 If a majority of the Employees desire to form such advisory committee(s), a selection of the members will be made by October 1 and may take place during orientation days or at other times that do not interfere with the Employees' work day.
- 23-5 The primary purpose of the advisory committee(s) is:
 - 23-5-1 Advisory to the department head/principal.
 - 23-5-2 Improve the morale of the department/school staff.
 - 23-5-3 Apprise the department head/principal of actual or potential problems involving the department/school staff.
 - 23-5-4 Improve communications between the department head/-principal and staff.
 - 23-5-5 Secure maximum productive and constructive involvement of all members in their primary goal, which is the educational process of the School District.
- 23-6 Classified Advisory Committee to the Superintendent:
 - 23-6-1 The Superintendent and the Classified Advisory Committee will meet four (4) times a year.
 - 23-6-2 The Classified Advisory Committee will be comprised of the Association President, three (3) Association members, and the Association's Executive Director.
 - 23-6-3 The purpose of the Classified Advisory Committee shall be to improve the morale of the classified school Employees throughout the District, and to improve communications throughout the District and throughout the community.

- 23-6-4 The Advisory Committee may not take action contrary to the provisions of the negotiated Agreement. Pending grievances, once filed, may not be discussed or acted upon but may only be handled in accordance with Article 4 of the negotiated Agreement.

ARTICLE 24
EMPLOYEE PERSONNEL FILES

- 24-1 It is recognized by the parties that the School District may prescribe regulations for the custody, use and preservation of the records, papers, books, documents and property pertaining to the School District. However, to the extent that any records, papers, or other documents covering Employees of the Association do not relate to preemployment data, every Employee shall be allowed to review his or her personnel file at any reasonable time upon request. If any Employee is involved in a grievance regarding matters in his or her personnel file which may be material, an Association officer or other Association representative with the written approval of the Employee may also be granted access to the Employee's personnel file at reasonable times where such access is authorized in advance by the Employee.
- 24-2 A copy of each written report, comment, or reprimand concerning an Employee which the School District places in the Employee's personnel file shall be provided that Employee. The Employee must sign the personnel copy of the report, comment, or reprimand as directed as acknowledgment of receipt of a copy of the document. Such signature may not be construed as agreement to the contents of the document.
- 24-3 Any written response by the Employee to any written report, comment, or reprimand will also become a part of the Employee's personnel file and will remain a part of said file as long as the report, comment, or reprimand responded to remains a part of the file. In order to insure that the response is not inadvertently overlooked, the Employee will note under his or her signature on the report, comment, or reprimand at the time the response is delivered that a response has been made and the document will be countersigned by the receiving administrator and shall be attached to the supervisor's document. If an Employee desires to make a written response to any written report, comment, or reprimand issued by the supervisor, the Employee's response must be made within fifteen (15) Work Days. Upon written request of the Employee, a waiver of the time limits by the supervisor, not to exceed ten (10) Work Days, may be granted, which will not be unreasonably withheld. When a copy of the supervisor's written document is forwarded to any other location, a copy of the Employee's written response must be attached.

- 24-4 Upon review of the personnel file, an Employee may respond to documents, comments, or reprimands contained therein that the Employee believes to be inaccurate. The Employee's response shall be directed to the Personnel Officer or his/her designee. If upon investigation by the Personnel Officer or the designee it is determined that the Employee's response is accurate, the response shall become part of the Employee's personnel file or the comment, document, or reprimand in question may be removed by the Personnel Officer or the designee. The determination as to whether the Employee response is accurate and whether said response shall become part of the Employee's personnel file or the comment, document, or reprimand in question shall be removed are determinations that shall be grievable. Performance Evaluation Reports shall remain a permanent part of the Employee's personnel file.
- 24-5 It is the School District's intention that work rules, policies, and procedures are to be interpreted and applied uniformly to all Employees under similar circumstances.

ARTICLE 25 REDUCTION IN FORCE

- 25-1 The School District retains the right to determine when a reduction in force/layoff is necessary, the number of individuals whose employment must be terminated, and the areas within which such reductions in force will occur.
- 25-2 Subject to the determinations set forth in 25-1 above, the School District agrees to the following:
- 25-2-1 Employees who resign or who volunteer to leave from the area or areas affected by the reduction in force will be the first to be reduced in force.
- 25-2-2 Districtwide seniority shall be based on the original date of hire or on an adjusted hire date. The original date of hire shall be defined as the first day that the Employee reported to work as a regular Classified Employee for pay. The adjusted hire date shall be determined by subtracting time not spent in regular active service from the original date of hire or from the most recently adjusted hire date.
- 25-2-3 Any additional Employees to be reduced in force from the area or areas affected shall be determined by the School

District using the following criteria:

Seniority:

- (1) In the Clark County School District
- (2) As an Employee in current position
- (3) The President and Vice-President are exempt from layoff during their elected term of office.

- 25-2-4 Employees who are reduced in force may be placed in a position in accordance with their qualifications whenever possible.
- 25-2-5 When a vacancy occurs similar to the one which was vacated, the Employee will be reinstated. When vacancies are available which are different from the last position held by the Employee, he or she may apply for that position through normal procedures.
- 25-2-6 If an Employee is not reinstated to a position within two (2) Work Years, the School District's obligation to reinstate the Employee will cease after that period of time.

ARTICLE 26 USE OF PRIVATE VEHICLES

- 26-1 Mileage payments shall be granted classified Employees covered by this Agreement in accordance with the Clark County School District Administrative Regulation pertaining to "Travel by District Employees."

ARTICLE 27 PUBLIC EMPLOYEES RETIREMENT SYSTEM

- 27-1 Continuing the provision begun with the Agreement for School Year 1975-76, the School District agrees to pay, beginning with the first day of this Agreement and for the term thereof, the standard Employee and/or employer contribution to social security or the Public Employees Retirement System, a total of sixteen percent (16%) for each Employee covered by this Agreement.
- 27-2 The parties acknowledge that Section 1 of this Article was adopted at the choice of the Association in lieu of an increase in the salary schedule equivalent to the value of Section 1 to each Employee covered by this Agreement.
- 27-3 In response to action by the 1985 Nevada Legislature in Senate Bill 257 and a mandate from the Public Employees Retirement System, the Employee shall pay one-half (1/2) of the increase of one percent (1%) in retirement contributions and this must be done by reducing the agreed upon 1985-86 salary increase by one-half percent (1/2%).

ARTICLE 28
GENERAL SAVINGS CLAUSE

- 28-1 It is not the intent of either party hereto to violate any laws of the State of Nevada or of the United States. The parties agree that in the event any provision of this Agreement is held by a court of competent jurisdiction to be in contravention of any such laws, they will enter into immediate negotiations thereon. The remainder of the Agreement shall remain in full force and effect.

ARTICLE 29
NO STRIKES/WORK STOPPAGES

- 29-1 It is hereby agreed by the Association that there will be no strikes, stoppages of work or slowdown of the operation of the School District during the term of this Agreement.

ARTICLE 30
DISCRIMINATION CLAUSE

- 30-1 No person, persons or agencies responsible to the District nor the Association and its officers and members shall discriminate for or against any Employee on the basis of race, religion, color, national origin, sex, handicap, marital status, Employee organization or political affiliation, age or for the purposes of evading the spirit of the Agreement. The District and the Association agree to abide by the provisions of applicable federal, state and local laws and executive orders regarding these matters.
- 30-2 The Association agrees that membership in the Association shall be open to all Regular Employees of the District regardless of race, color, religion, national origin, sex, marital status, political affiliation or age. The District will do nothing to discourage or encourage Employees from membership in the Association.

ARTICLE 31
WORK PRACTICES

- 31-1 Classified personnel covered by this Agreement and the Association agree not to use any District equipment during working hours that will benefit the Employee personally or in any way benefit the Association.

- 31-2 Subject to the provisions of the negotiated Agreement, no Association business or activities shall be conducted during the classified Employee's working hours.
- 31-3 Parties agree that no classified Employee shall perform work of a personal nature for any administrator or for himself/herself during the Employee's working hours.
- 31-4 Parties agree that abuses by classified Employees of these prohibitive practices for personal gain and benefit may be grounds for disciplinary action.
- 31-5 No classified Employee, during the normal duty hours, will perform any work for other officially recognized bargaining agents or bargaining units or other Employee associations or groups.

ARTICLE 32
PROGRESSIVE DISCIPLINE

- 32-1 The continued employment of Regular Classified Employees is contingent upon proper performance of assigned duties, responsibilities, and personal fitness. A Regular Classified Employee may be suspended, demoted, or dismissed for just cause.
- 32-2 The School District agrees that principals of progressive discipline will be followed with respect to disciplinary matters. Whenever it is appropriate, an oral warning for the first offense will be utilized. Subsequent offenses will require a written reprimand by the supervisor. Copies of the written reprimand will be given to the affected Employee.
- 32-3 The supervisor shall meet with the affected Employee to discuss the reprimand. The Employee will have the opportunity to submit a written document which will become a part of the supervisor's written reprimand. In the event the supervisor recommends either suspension, demotion and/or dismissal, the Employee may appeal the decision at Step 3 of the Grievance Procedure.
- 32-4 A written reprimand issued to an Employee who, within the time granted for improvement, has met the standards set by the supervisor who issued the reprimand, and who has received no subsequent reprimands for the same or related matter shall, upon the request of the Employee, be removed from the Employee's personnel file any time after 20 months has elapsed from the original date of issue.
- 32-5 The principles of progressive discipline will not be followed in the event an Employee is charged with a Serious Offense.

- 32-6 In cases of a Serious Offense, the principal, department head or designee may suspend the Employee up to three (3) Work days without pay. The appropriate associate superintendent may suspend the Employee immediately for an indefinite period without pay pending the outcome of an investigation.
- 32-7 If, as a result of the investigation, the Employee is either suspended, demoted or dismissed, he/she may appeal this action through Step 3 of the Grievance Procedure.

ARTICLE 33 SPECIAL ALLOTMENT

- 33-1 Any Employee required by the Clark County School District to wear special clothing in performance of his/her duty will receive either special clothing or an allowance determined by the District to purchase clothing that meets the specifications of the District.

ARTICLE 34 SAFETY AND HEALTH

- 34-1 The District will provide safe, healthy working conditions for all Employees of the bargaining unit in accordance with applicable safety laws and regulations.
- 34-2 The District will provide first aide supplies in accordance with applicable safety laws and regulations.
- 34-3 Employees shall comply with all District safety regulations and procedures.
- 34-4 Disputes arising under this Article shall be grievable only to the extent that there are no city, county, state, or federal agencies that have jurisdiction over the safety laws in question.

ARTICLE 35 REQUEST FOR INFORMATION

- 35-1 The Parties to this Agreement shall make all relevant information available to each other within a reasonable time of its request.

If the Party has documents containing the information requested, these will be provided. In the event that documents containing the requested information are not available, reasonable access to files containing the needed information shall be permitted. Both Parties agree to pay reasonable costs for collecting information.

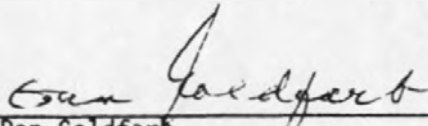
- 35-2 Requests for information shall be made in accordance with NRS 288.180.

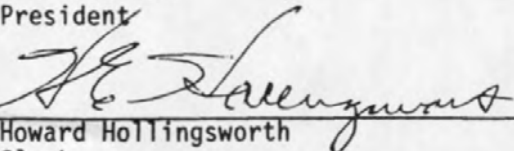
ARTICLE 36 TERM OF AGREEMENT

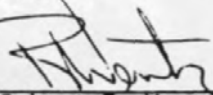
- 36-1 This Agreement shall be effective as of the date of ratification and shall remain in effect until the 30th day of June, 1987, and shall continue from year to year thereafter, unless either of the parties shall give written notice to the other for School Year 1987-88 in accordance with the provisions of NRS 288 of a desire to change, amend or modify the Agreement.
- 36-2 This Agreement shall immediately terminate in the event recognition is withdrawn and sustained after all avenues of appeal have been exhausted in accordance with NRS.

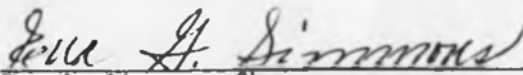
IN WITNESS WHEREOF, the parties have hereunto set their hands this
8th day of August, 1985.

BOARD OF SCHOOL TRUSTEES
FOR CLARK COUNTY

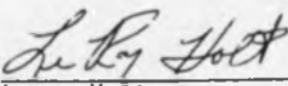

Dan Goldfarb
President

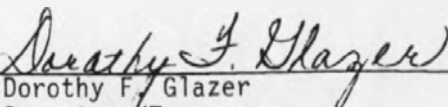

Howard Hollingsworth
Clerk

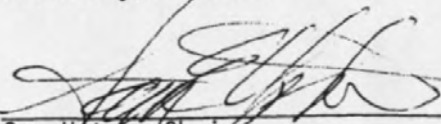

Robert E. Wentz
Superintendent of Schools


Eva G. Simmons, Chair
Negotiations Committee

CLASSIFIED SCHOOL EMPLOYEES
ASSOCIATION OF CLARK COUNTY


Leroy Holt
President


Dorothy F. Glazer
Secretary/Treasurer


Sam Upton, Chair
Negotiations Committee

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